

**Senate File 2026 - Introduced**

SENATE FILE 2026

BY SWEENEY

**A BILL FOR**

1 An Act relating to disclosure to the general assembly of  
2 information concerning nongovernmental employers and  
3 providing penalties and remedies.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 2.80 Prohibitions relating to  
2 disclosure to the general assembly — nongovernmental employers  
3 — penalty — civil remedies.

4 1. For purposes of this section, “*employer*” means a person  
5 who employs an employee in this state for wages. “*Employer*”  
6 does not include the state; any political subdivision of the  
7 state; or any state or local government official, officer,  
8 district, institution, agency, board, or other body.

9 2. An employer shall not do any of the following:

10 a. Prohibit an employee from disclosing any information to  
11 a member or employee of the general assembly if the employee  
12 reasonably believes the information evidences a violation of  
13 law or rule, mismanagement, a gross abuse of funds, an abuse  
14 of authority, or a substantial and specific danger to public  
15 health or safety.

16 b. Require an employee to inform the employer that the  
17 employee made a disclosure of information permitted by this  
18 section.

19 3. An employer shall not discharge from employment, demote  
20 or fail to promote, or take other adverse employment action  
21 against an employee as a reprisal for any of the following:

22 a. Disclosure of any information by the employee to a  
23 member or employee of the general assembly if the employee,  
24 in good faith, reasonably believed the information evidences  
25 a violation of law or rule, mismanagement, a gross abuse of  
26 funds, an abuse of authority, or a substantial and specific  
27 danger to public health or safety.

28 b. Failure by the employee to inform the employer that the  
29 employee made a disclosure of information permitted by this  
30 section.

31 4. Subsections 2 and 3 do not apply if the disclosure of the  
32 information is prohibited by statute.

33 5. An employer who violates subsection 2 or 3 commits a  
34 simple misdemeanor.

35 6. Subsection 3 may be enforced through a civil action.

1     *a.* An employer who violates subsection 3 is liable to  
2 an aggrieved employee for affirmative relief including  
3 reinstatement, with or without back pay, civil damages in an  
4 amount not to exceed three times the annual wages and benefits  
5 received by the aggrieved employee prior to the violation of  
6 subsection 3, and any other equitable relief the court deems  
7 appropriate, including attorney fees and costs.

8     *b.* When an employer commits, is committing, or proposes  
9 to commit an act in violation of subsection 3, an aggrieved  
10 employee may bring an action for injunctive relief in district  
11 court to prohibit the employer from engaging in such acts.

12     7. If an employee makes a disclosure of information to  
13 a member or employee of the general assembly permitted by  
14 this section, such disclosure, any information disclosed,  
15 and any communication between the employee and the member or  
16 employee of the general assembly relating to the disclosure  
17 are confidential. The employee or the member or employee of  
18 the general assembly shall not be compelled to disclose such  
19 matters under chapter 22 or any other provision of law and  
20 cannot be examined as to such matters under section 622.11.  
21 The employee or the member or employee of the general assembly  
22 may choose to provide information disclosed as permitted by  
23 this section to a law enforcement agency or other government  
24 agency for use in the agency's official duties.

25     8. The legislative services agency shall post a notice  
26 of the provisions of this section on the general assembly's  
27 internet site.

28

EXPLANATION

29             The inclusion of this explanation does not constitute agreement with  
30             the explanation's substance by the members of the general assembly.

31     This bill relates to disclosure to the general assembly of  
32 information concerning nongovernmental employers.

33     The bill provides that an employer, as defined in the bill,  
34 cannot prohibit an employee from disclosing any information to  
35 a member or employee of the general assembly if the employee

1 reasonably believes the information evidences a violation of  
2 law or rule, mismanagement, a gross abuse of funds, an abuse  
3 of authority, or a substantial and specific danger to public  
4 health or safety. The employer additionally cannot require an  
5 employee to inform the employer that the employee made such  
6 a disclosure. The bill further prohibits the employer from  
7 discharging from employment, demoting or failing to promote,  
8 or taking other adverse employment action against an employee  
9 as a reprisal for such actions. An employer violating these  
10 provisions commits a simple misdemeanor. These provisions do  
11 not apply if the disclosure of the information is prohibited  
12 by statute.

13 An employee may enforce the prohibition on adverse  
14 employment action through a civil action. An employer who  
15 violates the prohibition is liable to an aggrieved employee for  
16 relief as provided in the bill, and an aggrieved employee may  
17 also seek injunctive relief.

18 If an employee makes a permitted disclosure of information  
19 to a member or employee of the general assembly, such  
20 disclosure, any information disclosed, and any communication  
21 between the employee and the member or employee of the general  
22 assembly relating to the disclosure are confidential. Such  
23 matters are not subject to compelled disclosure under any  
24 provision of law. The employee or the member or employee  
25 of the general assembly may choose to provide information  
26 disclosed as permitted by the bill to a law enforcement agency  
27 or other government agency for use in the agency's official  
28 duties.

29 The bill requires the legislative services agency to post a  
30 notice of the provisions of the bill on the general assembly's  
31 internet site.